



Workplace Wellbeing Forum

12th November 2024

Jo Southan, Public Health Delivery Manager

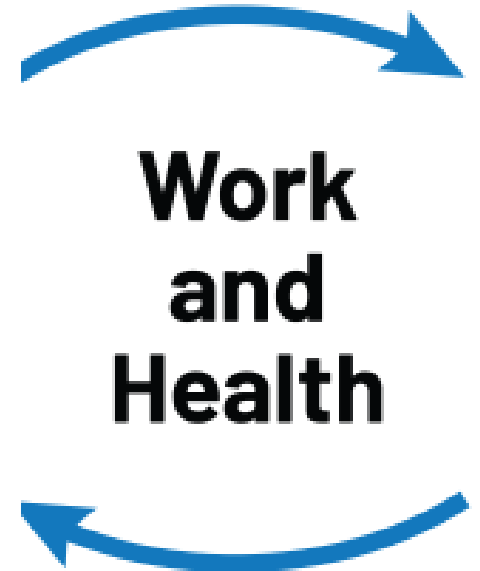
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www.wellbeing4life.co.uk



Agenda – Wifi: ScrumTryTackl3!

- *Welcome*
- Wider Determinants of Health & links to employment
- Thrive at Work workplace accreditation scheme
- Kapsch wellbeing Journey
- Coventry Job Shop
- **Coffee Break**
- Smokefree Generation
- Workwell
- Everyone Health
- Healthy Lifestyle Services
- *Session close*





The wider determinants of health and their impact on employment

Coventry and Warwickshire Workplace Wellbeing Forum
Tuesday 12 November 2024

Hannah Cramp, Public Health Service Manager (Wider Determinants of Health), Warwickshire County Council
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What is good health?

“Health is the state of complete physical, mental, and social wellbeing, and not merely the absence of disease or infirmity” (World Health Organisation).

- Not just about health care or long-term diseases
- Physical and mental wellbeing
- Gives people the capacity and ability to enjoy their life

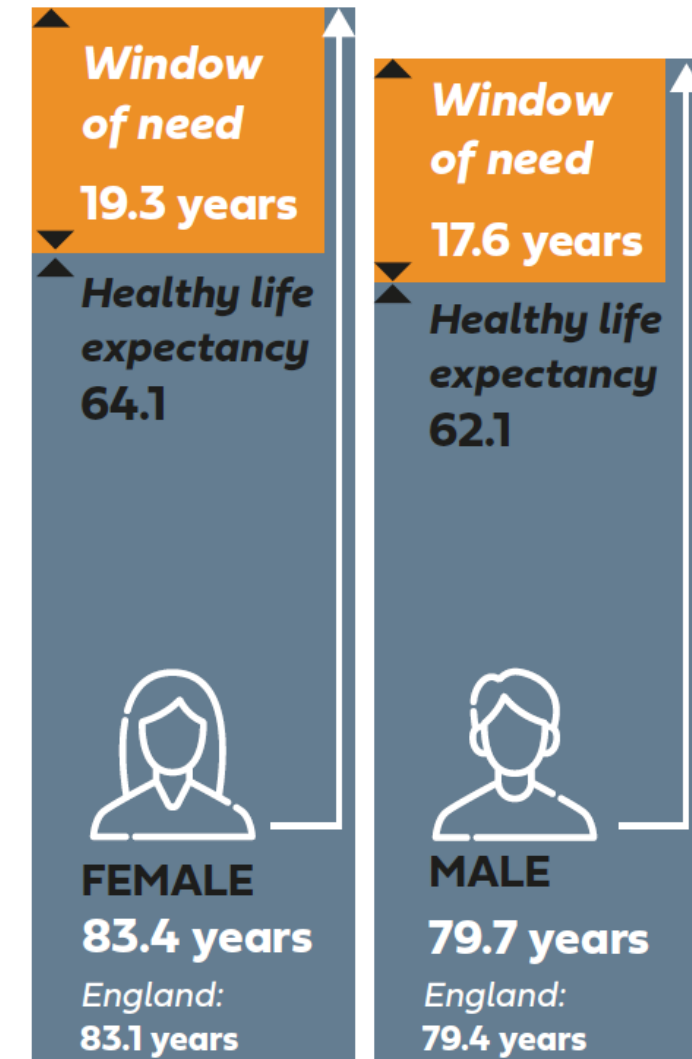
So how do we do in Coventry and Warwickshire?

2018-2020	Coventry	Warwickshire	England
Life expectancy:			
Male	77.8 years	79.7 years	79.4
Female	82.1 years	83.4 years	83.1
Healthy life expectancy:			
Male	61.1 years	62.1 years	63.1
Female	64 years	64.1 years	63.9

The difference is the number of years on average that people in Warwickshire spend in poor health.

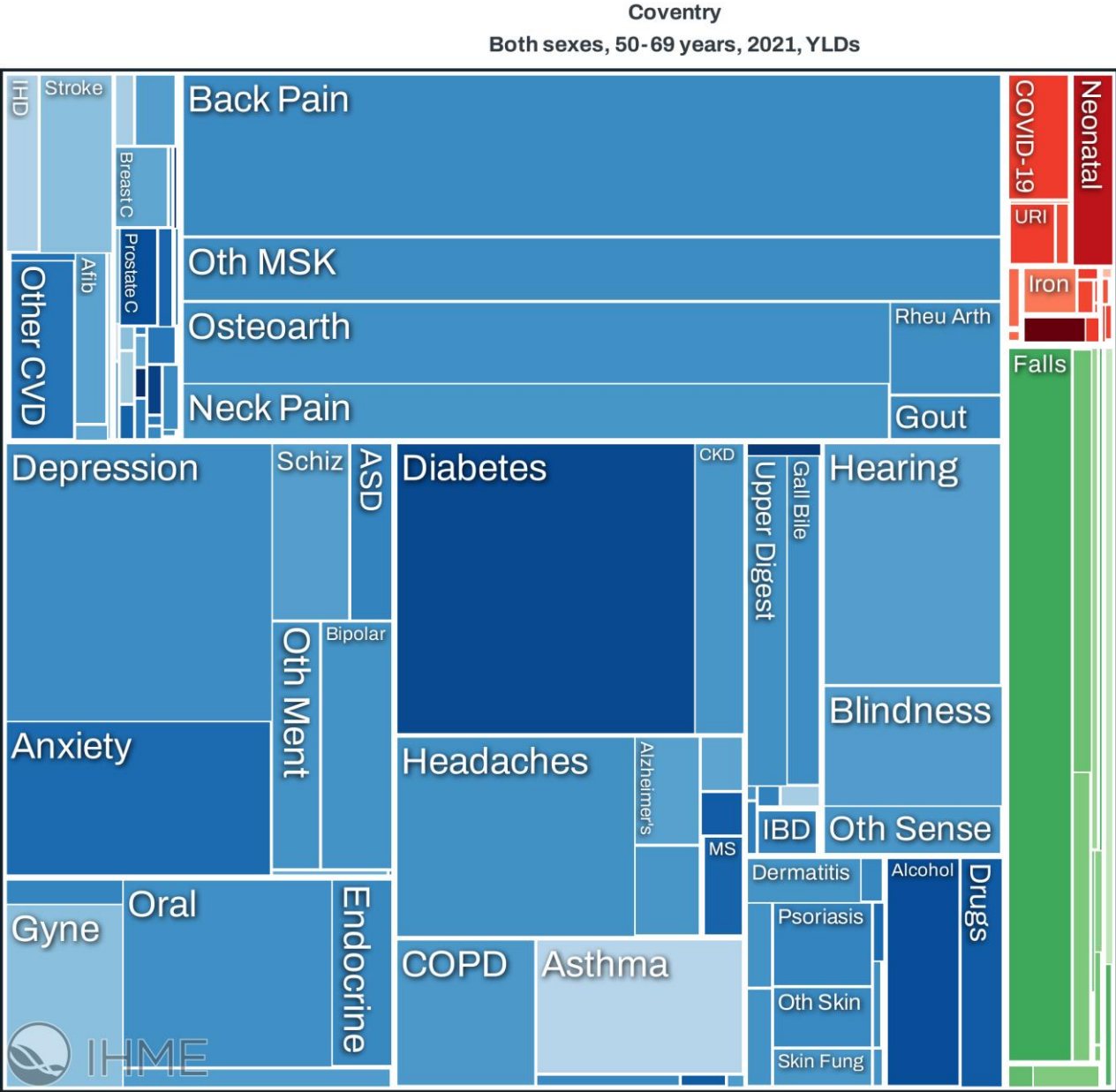
The county / city figures hide significant inequalities across the areas

Life expectancy



Source: ONS/DPH AR 2023

Reasons for low Healthy Life Expectancy



Introduction to health inequalities

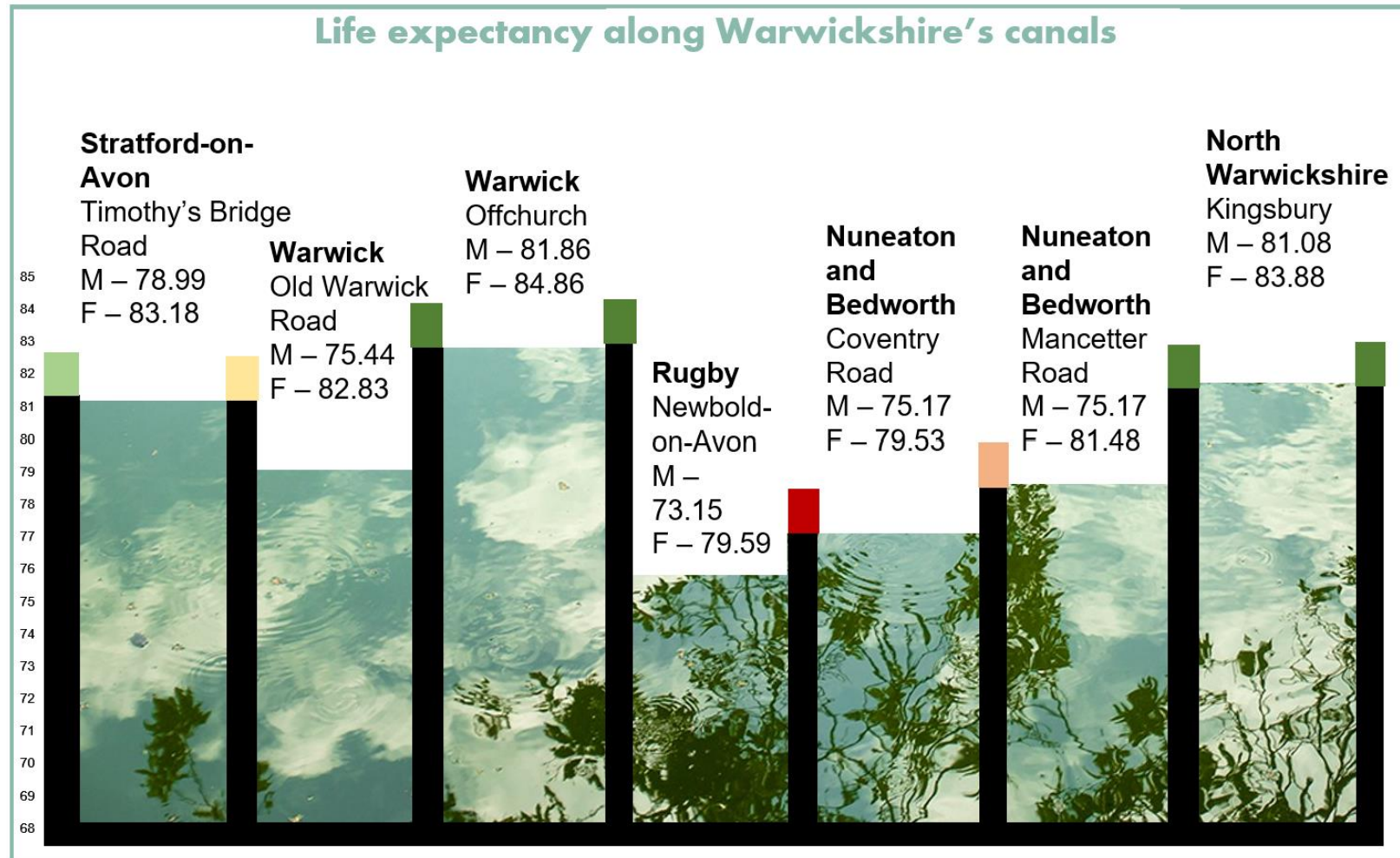
- Arise due to inequalities in the conditions in which people are **born, grow, live, work and age**
- Certain groups of people have worse health across a range of health and wellbeing indicators
- Observed along a social gradient – those in the most affluent areas have better health outcomes
- Preventable and unjust

Can result from:

- **Structural** e.g. income, employment status
- **Lifestyles** e.g. smoking, alcohol consumption, poor diet
- **Access** e.g. to healthcare services



What do health inequalities look like...



- Average life expectancy masks significant differences across the county.
- The canals link Warwickshire from the north to the south.
- Height of the water in each lock represents the life expectancy of residents living in that area.

Source: www.gov.uk – Local Health Fingertips Profile January 2021 update: Life Expectancy at birth data for MSOA

What do health inequalities look like...

Healthy life expectancy in Coventry 2009-2013

Coventry's bus route 10 crosses the city's more affluent and more deprived neighbourhoods. This helps to illustrate the stark differences in healthy life expectancy across the city – a gap of 16 years for males and 15 years for females.

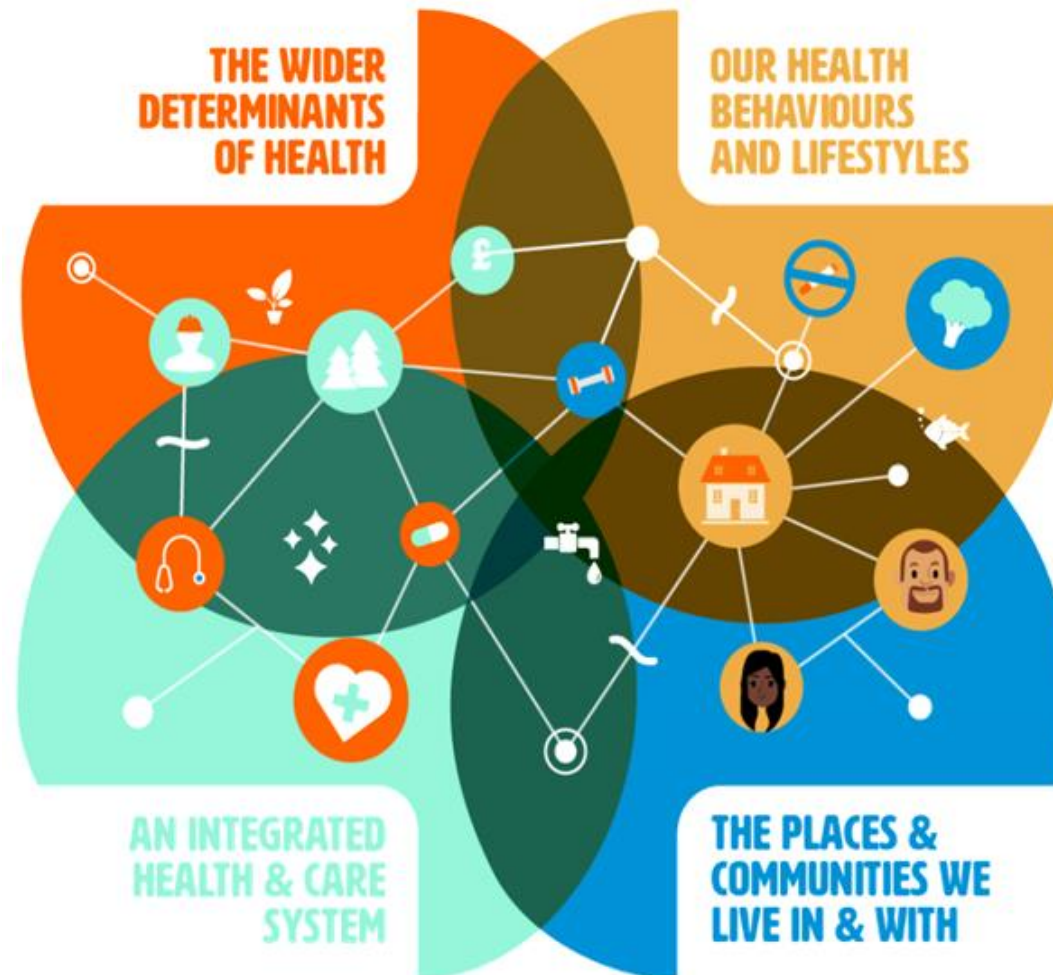
20 December 2017



What factors influence health?

Wider determinants of health, such as income, wealth, education, housing, transport and leisure are the most important driver of health.

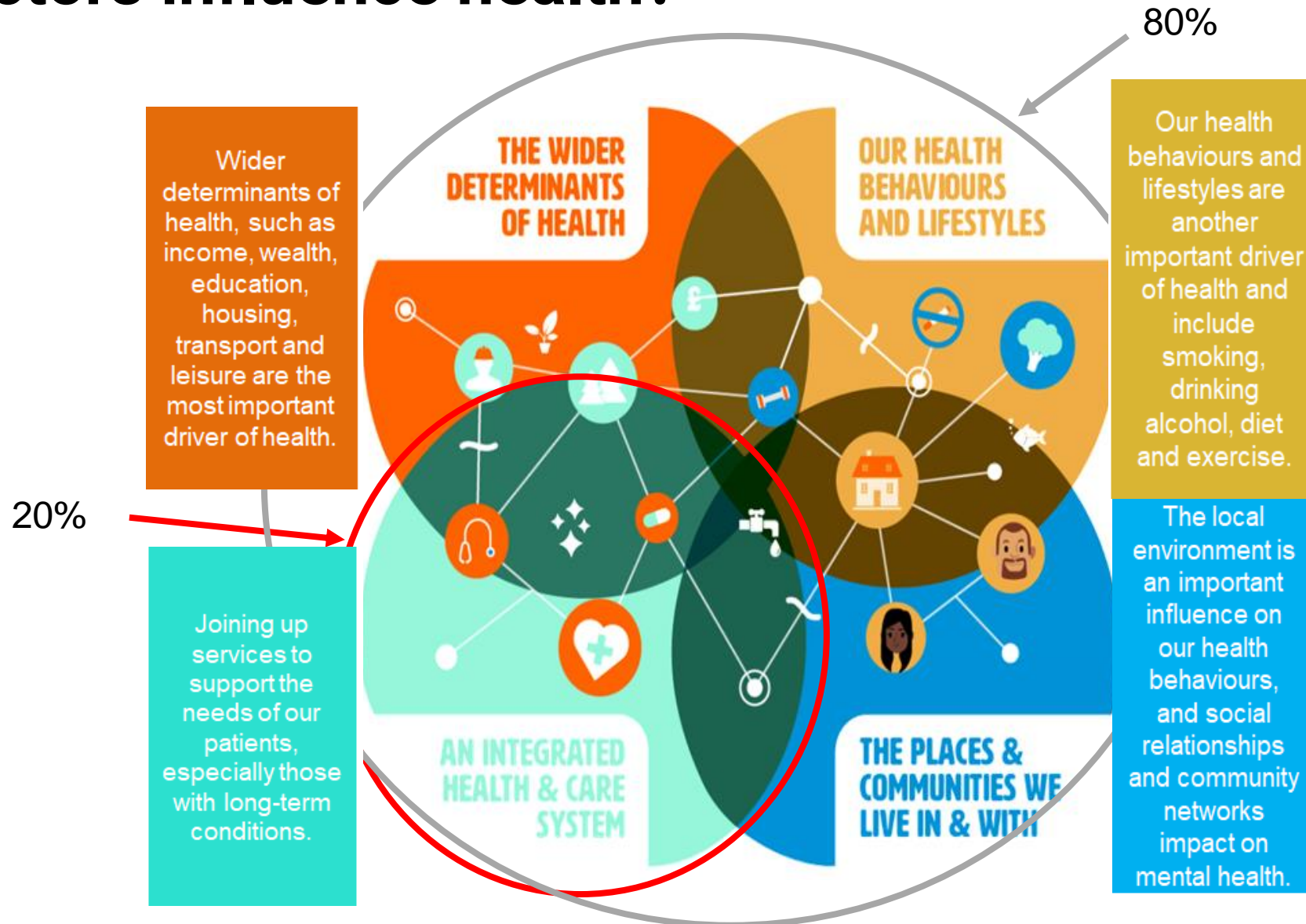
Joining up services to support the needs of our patients, especially those with long-term conditions.



Our health behaviours and lifestyles are another important driver of health and include smoking, drinking alcohol, diet and exercise.

The local environment is an important influence on our health behaviours, and social relationships and community networks impact on mental health.

What factors influence health?



Around 50% of influences on health are outside clinical care or traditional health improvement

Relative contribution of the determinants of health

Health Behaviours 30%	Socio-economic Factors 40%	Clinical Care 20%	Built environment 10%
Smoking 10%	Education 10%	Access to Care 10%	Environmental Quality 5%
Diet/Exercise 10%	Employment 10%	Quality of care 10%	Built Environment 5%
Alcohol use 5%	Income 10%		
Poor sexual health 5%	Family/Social Support 5%		
	Community Safety 5%		

“Health inequalities and the social determinants of health are not a footnote to the determinants of health. They are the main issue.”

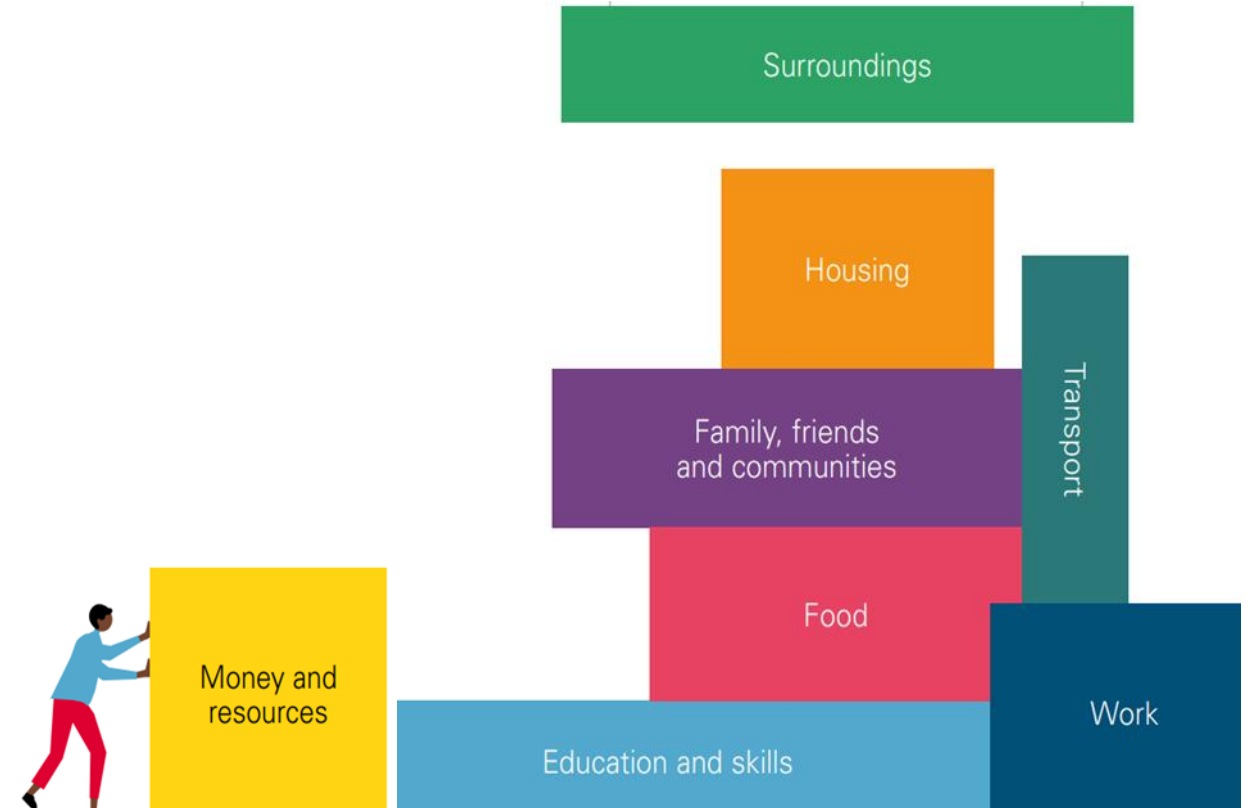
– Sir Michael Marmot

Source: Robert Wood Johnson Foundation and University of Wisconsin Population Health Institute. Used in US to rank counties by health status

Wider Determinants of Health

- The non-medical factors that influence health outcomes.
- The conditions in which people are born, grow, work, live, and age.
- They are the root causes of ill health
- A thriving, healthy community needs all the right building blocks in place, stable jobs, good pay, quality housing and good education

Building blocks of health



What does this mean as an employer?

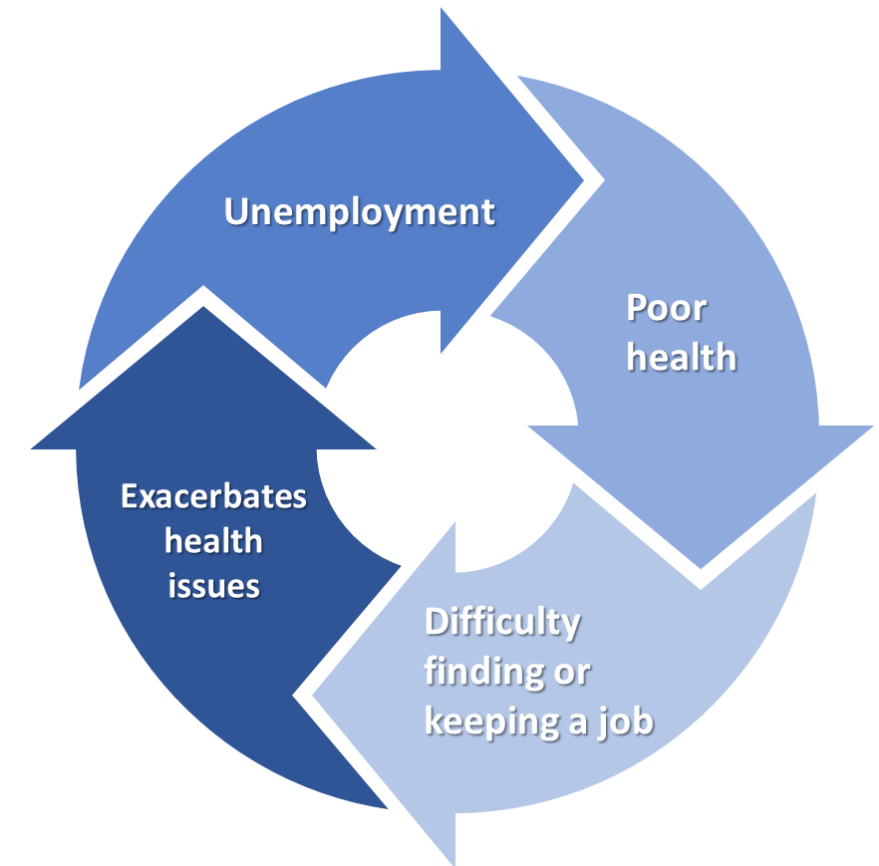
- **35.2 million** estimated working days were lost in 2022/23 due to work-related ill health and non-fatal workplace injuries (HSE)
 - Stress, depression or anxiety: **17.1 million** days
 - Musculoskeletal disorders: **6.6 million** days
- On average, each person suffering took around **15.8 days** off work.
 - **19.6 days** for stress, depression or anxiety
 - **17.8 days** for ill health cases
 - **13.9 days** for musculoskeletal disorders
 - **6.6 days** for injuries
- Employers can expect to get an average **return on investment of £5 for every £1 spent** on mental health (Deloitte)

Understanding the interrelationship: Employment and Health

'Being in good employment is protective of health. Conversely, unemployment contributes to poor health. Getting people into work is therefore of critical importance for reducing health inequalities.' Marmot

Poor health and economic inactivity are in a cyclical relationship.

- Risk factors that cause or accelerate this interrelationship
- Identify populations who might benefit from support, and:
 1. Focus on improving the building blocks of good health and good work
 2. Address the factors influencing low healthy life expectancy
 3. Improve access to and opportunities for employment



Health in All Policies (HiAP)

The World Health Organisation defines Health in All Policies as:

*“An approach to public policies across sectors that systematically takes into account the **health implications of decisions**, seeks **synergies**, and avoids harmful **health impacts** in order to **improve population health and health equity**.”*

KEY FEATURES:

- **Whole systems approach** : working together to incorporate health considerations into decision making across sectors and policy/service areas
- **Evidence based** : informed by data and practice (e.g health impact assessments and BI products and input)
- **Awareness** : everyone has a role in improving health outcomes and reducing inequalities
- **Alignment to other frameworks/strategies** : to encourage thinking about the range of potential direct and indirect benefits / risks to health and wellbeing

What do (or could you do) as an employer to support the broader needs of your workforce?

Building blocks of health



Useful Links

Coventry City Council Support Pages

<https://www.coventry.gov.uk/costofliving>

Warwickshire County Council Support Pages

<https://www.warwickshire.gov.uk/managing-money-debt>

<https://www.costoflivingwarwickshire.co.uk>

Wellbeing 4 Life for businesses

<https://www.wellbeing4life.co.uk/businesses>

Wellbeing 4 Life Resources

<https://www.wellbeing4life.co.uk/wb4lresources>



Money and
resources

Building blocks of health

Surroundings

Housing

Family, friends
and communities

Food

Transport

Education and skills

Work

Thank you for listening.

Any questions or comments please contact:

Hannah Cramp

Public Health Service Manager, Warwickshire County Council

hannahcramp@warwickshire.gov.uk



thrive
at work

Thrive at Work Wellbeing Commitment

Growing healthier,
happier workplaces

West Midlands
Combined Authority

West Midlands
Combined Authority

Thrive at Work programme

- Thrive at Work is a Workplace Wellbeing Commitment for employers, that enables them to fully support their employees' wellbeing by implementing effective policies, procedures and initiatives in their workplace leading to an accreditation of an award.
- It is designed to help create a more resilient workplace that promotes employee health and wellbeing, growing a healthier, happier and more resilient workforce.
- It focuses on key organisational areas like communication, health and safety, supporting line managers, as well as mental, musculoskeletal and physical health and promoting healthy lifestyles.
- These areas all contribute to supporting both staff and therefore organisations to be as resilient as possible.
- It is a funded programme for organisations based in the West Midlands, suitable for any sector with more than 5 employees.

The framework

The framework supports organisations by giving them a structured approach to health and wellbeing within their organisation.

Focusing on employers understanding employee's health needs and taking direct action to prevent ill-health based on their understanding of their workforce.

Helps develop an understanding of the importance of good health (including mental health) and wellbeing, and how this affects productivity and performance at work in general.

Supports employers to provide accurate and appropriate information to enable employees to make healthier choices on a variety of subjects.

Promotes an environment where employees will feel comfortable discussing their health needs with managers, and managers will feel comfortable providing support to their teams.

Guidance on appropriate ways to inform and communicate effectively with all employees for improved engagement.

Ensures provision of safe working environments which facilitates employees making healthy choices.

Develop innovative activities and have a clear idea of how to monitor their success and impact.

This commitment to employee health and wellbeing will be long-term and sustainable. Workplace Wellbeing Commitment for employers, that enables them to fully support their employees' wellbeing by than 5 employees.

What we do to support organisations



On-line toolkit with bespoke resources and signposting to supporting materials to assist with completing the criteria.



Access to use our bespoke Health Needs Assessment Survey to determine the needs of the organisation and staff.



Action plan and progress monitoring tool



Evidence review and suggestions for improvement based on best practice



1-1 consultancy support from the accreditation team



Access to support webinars and events with guest speakers for specialist topics regarding health and wellbeing.



Monthly newsletter to keep you up to date with any news, accreditations, training opportunities, new resources and national campaign details



A LinkedIn members group to network and share best practice



What Organisations say

- As an organisation they have **introduced wellness action plans, stress risk assessments and DSE assessments** as a way to manage health needs of individuals and put in place preventative measures.
- Thrive at Work accreditation enabled Valley House to formalise their approach to health and wellbeing. Valley House have **introduced a mental health and wellbeing policy** and bought in **cycle milage** to encourage active travel. Short term absence has reduced, and staff highlighted that they now try to do more physical exercise and take regular breaks as well as appreciating the **mental health sessions** provided. Senior managers now recognise they are in a better place to focus wellbeing on service needs and employee needs, appointing a health champion to lead on wellbeing and are considering this to be a dedicated role into the future.
- Thrive at Work has led to a wellbeing-centred approach and is now **embedded into the organisation's culture** rather than a series of isolated individual actions. The longer-serving staff members at Millennium Point confirmed that they had seen an improvement in the mental health support offered. One staff member stated, "now I feel much more supported; previously health and wellbeing was a 'paragraph' whereas now it's a complete range of resources and support". This was also echoed in the results of the accreditation survey, which showed that 94% of respondents felt that because of Thrive at Work, the organisation was doing more to support health and wellbeing.
- Since joining Thrive, CUSU has created a culture of being a supportive and flexible organisation with an 'open door' policy. They have **introduced a variety of working patterns**, giving staff better control over their work-life balance. Since lockdown, staff use Microsoft Teams for communication, and this has been used to raise awareness on a variety of health and wellbeing initiatives including a **pedometer challenge** and used local organisation Arty Folks to host a craft workshop for mental health. They have also introduced Mental Health Awareness training
- Since joining Thrive, physical activity is promoted throughout the organisation. Band Hatton Button has **introduced the Business Mile** and from that, permission has been given to their staff to take **10-minute walk breaks** when required, and they have been given an extra 15 minutes on their lunchbreak to also go out for a walk.
- Since joining Thrive at Work, Brett Martin Daylight Systems has implemented **mental health training** for staff members and have seen an increase of employees talking openly about their own struggles with mental health and have then been able to support them better. There has also been a **quiet space implemented** where employees can go for some time out or to work away from their usual work area when they are in the office.
- As a result of Thrive, the organisation **formed a Health and Wellbeing steering group** which enabled them to embed wellbeing as a priority and completely remove any stigma around poor mental health. They now actively recruit staff who may ordinarily face barriers in gaining employment. Health and wellbeing campaigns such as The Midday Mile, **NHS health checks**, Mental Health Awareness Month, National fitness days, Time to Talk, hydration challenge, free fruit for staff, mindfulness sessions, and healthy breakfast week has been appreciated and well supported by staff, with many making positive lifestyle changes.

Terms of employment

Job security
Minimum guaranteed hours
Underemployment



Health, safety and psychosocial wellbeing

Physical health and injury
Mental health



Social support and cohesion

Peer support
Line manager relationship



Work-life balance

Over-employment
Overtime



Pay and benefits

Pay (actual)
Satisfaction with pay



Job design and nature of work

Use of skills
Control
Opportunities for progression
Sense of purpose



Voice and Representation

Trade union membership
Employee information
Employee involvement



Source: Irvine et al. (2018). Measuring Good Work: The final report of the Measuring Job Quality Working Group. Carnegie UK Trust.

The impact this has

Positive Culture

Culture drives behaviour influences what people do whether that's social, environmental, safety or health and wellbeing. A positive workplace culture enhances employee satisfaction enabling the workforce to Thrive. and

Happier Workforce

Employers who assist in improving employee wellbeing through support for their mental health and reducing stress, will have a much happier workforce. Happier employees will work better and more efficiently together, fostering a positive working environment which allows the organisation to Thrive. Happier employees will also reduce absenteeism within.

Healthier Workforce

Employers who take an active role in supporting staff with musculoskeletal conditions and encouraging healthy lifestyles for all of their employees, are much more likely to have a healthy workforce. Healthy employees will be more able to effectively engage in their work in a much more sustainable way and will be significantly less likely to need to take sick days.

More Productive Workforce

There is a strong business incentive to better supporting your employee's health and wellbeing needs. A healthier and happier workforce is much more likely to be a productive workforce. Staff who feel that their employers are proactively supporting their physical and mental health feel better valued within an organisation and will be more able to manage any existing conditions with their work., improving work rates and reducing absenteeism and presentism.

Working towards the future

Needs to be more accessible

Tailoring to business needs

Keep the starting steps

We have looked to strip back the Bronze to be must have with the thread of mental health running throughout

Developed modules from the existing criteria

Added modules with the ability to pick and choose for business need

We can add and expand as things progress and change

Example Modules

Disability and
long-term ill
health

Bereavement

Addiction

Financial
Health

Caring
Responsibilities

Building a
future
workforce

Sleep and
Relaxation

EDI

Digital Health

Men's Health

Social Value

Environmental
impact

Menopause

MSK

Mental Health



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**Growing healthier,
happier workplaces**

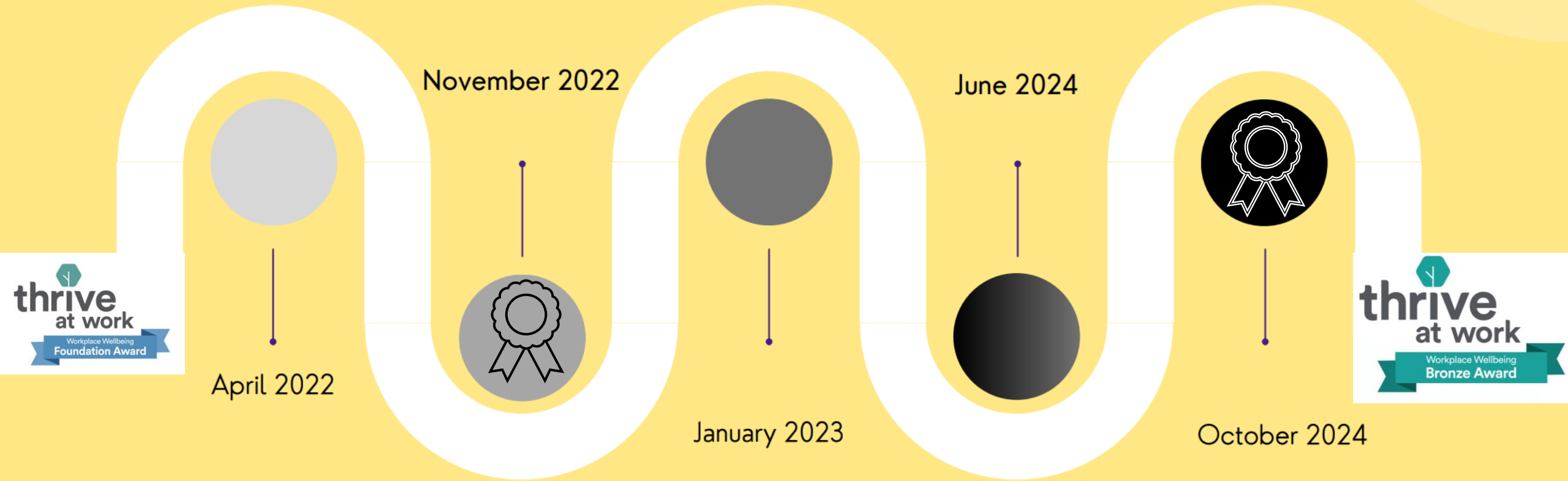


Kapsch Wellbeing Journey

Coventry & Warwickshire Workplace Wellbeing Forum

Shari Lewison-Frisch | Coventry | 12-11-2024

Roadmap



April 2022

November 2022

January 2023

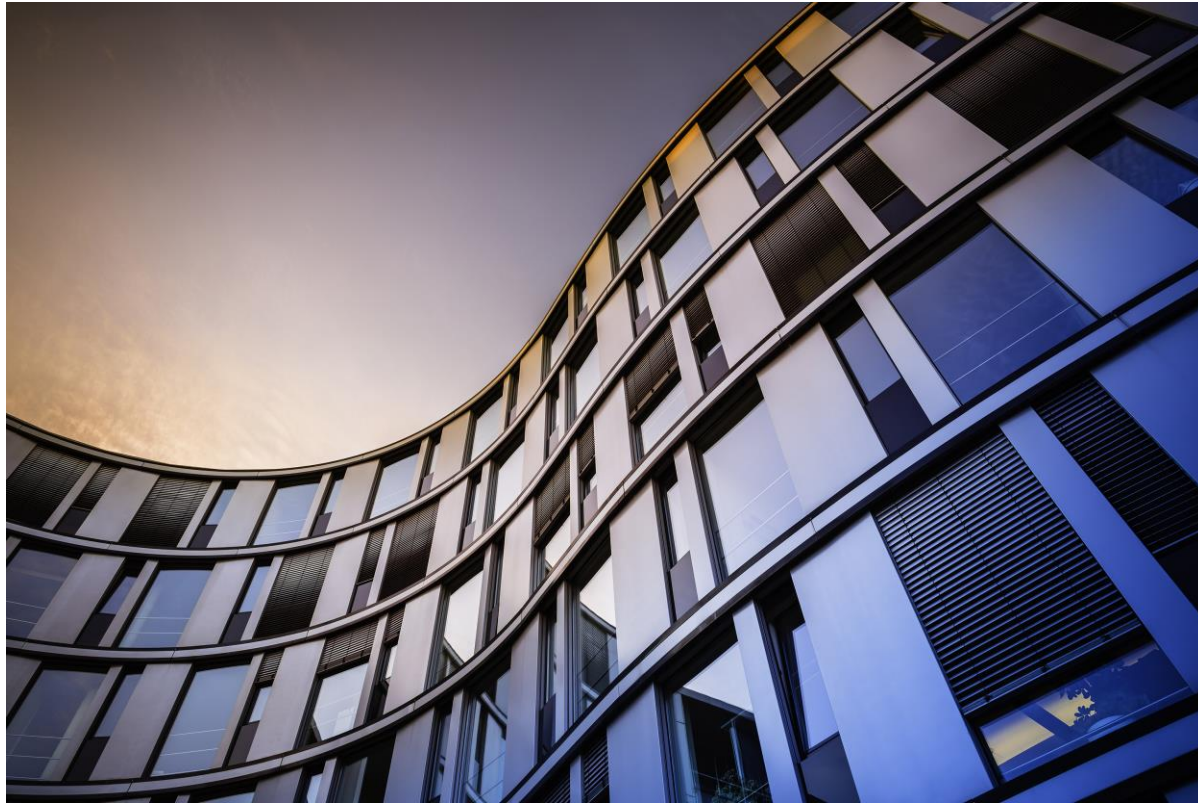
June 2024

October 2024



The Start

Establishing the Foundations - The Business and The People



- What does a legal entity need to look like?
 - HR and H&S Policies
 - Quest HR - Employee Handbook
 - Quest H&S - Audit
- What does a wellbeing programme need to look like?
 - Staff Health Survey
 - Mental Health
 - Stress
 - Sleep

Employee Health Survey

- 22 completed survey = 50% of all employees
- **Findings:**
 - Largest age group 21-35 at 41%
 - 2nd largest group 41-50 at 27%
 - 30% of employees are Muslim
 - Women = 6, Men = 34
 - Health - good 59%
 - Long-term health conditions - yes 18%
 - Feel under strain at work - yes 25%
 - Has the organisation taken positive steps towards health and wellbeing - yes 80%
- **What access to information/support would you like?**
 - Health checks - Yes 80%
 - Mental health and stress - Yes 80%
 - Back pain/MSK - Yes 68%
 - Disability/long-term condition - Yes 63%
 - Physical activity - Yes 74%



The Middle

Establishing a Culture of Wellbeing



- How to get C-Suite engagement?
 - Wellbeing Strategy
 - Monthly Business Review Meeting
- How to address cultural differences?
 - Wellbeing Wednesdays
 - Webinars

Wellbeing Strategy

An investment in employee wellbeing is an investment in business performance

For organisations, employee wellbeing is an investment in a workforce that is resilient, fully able to steer through setbacks and challenges, and adapt to whatever lies ahead.

Any good company knows that it's only as good as its employees, which is why those that prioritise employee wellbeing pave the way for long-term success. For every £1 spent on an employee, you get £5 back.



What are the business problems you want to solve ?	Which elements of the business strategy do you want to influence ?	What impact do you want your wellbeing strategy to have?
Curb absenteeism	Embed wellbeing into the culture of the business	Employer of Choice Status
Reduce employee turnover rate		Stand out from competitors
Foster an inclusive work environment		

Wellness Wednesdays

Addressing the Needs and Interests of Our Employees

➤ August

- Smoking – The Risk to Your Health
- Racism and Mental Health
- Musculoskeletal Injury
- Healthy Lifestyles
- Grief / Bereavement Awareness

➤ September

- Launch of KTCs Global Wellbeing Programme
- World Suicide Prevention Day
- Sleptember
- Drugs and Alcohol Misuse Awareness
- World Heart Day (cardiovascular disease awareness)

➤ October

- Black History Month
- How to Increase Your Energy & Mental Clarity with Food
- World Mental Health Day
- Breast Cancer Awareness Month
- Work Life Balance
- Halloween



The End

Maintaining the Programme



- How to keep employees engaged?
 - Fun activities
 - Wellbeing Champions
- How can the wider business support this initiative?
 - Kapsch WellBe Programme launched in September

WellBe



Commitment
A new program because
we care about you!

CSR Initiatives

Supporting Young People's Development

- Internship/Work Placement Programme
 - Launched in September 2023
 - Collaboration with:
 - ❑ Coventry University
 - ❑ Caludon Castle Secondary School
 - ❑ Finham Park Secondary School
 - ❑ Moat House Primary School
 - ❑ Longford Primary School



Wrap up and Q&A

Successes

- ❑ Getting the foundational steps in place
- ❑ Creating an Employee Handbook
- ❑ Being recognised as a Wellbeing Champion and expert
- ❑ Getting to Bronze Accreditation level

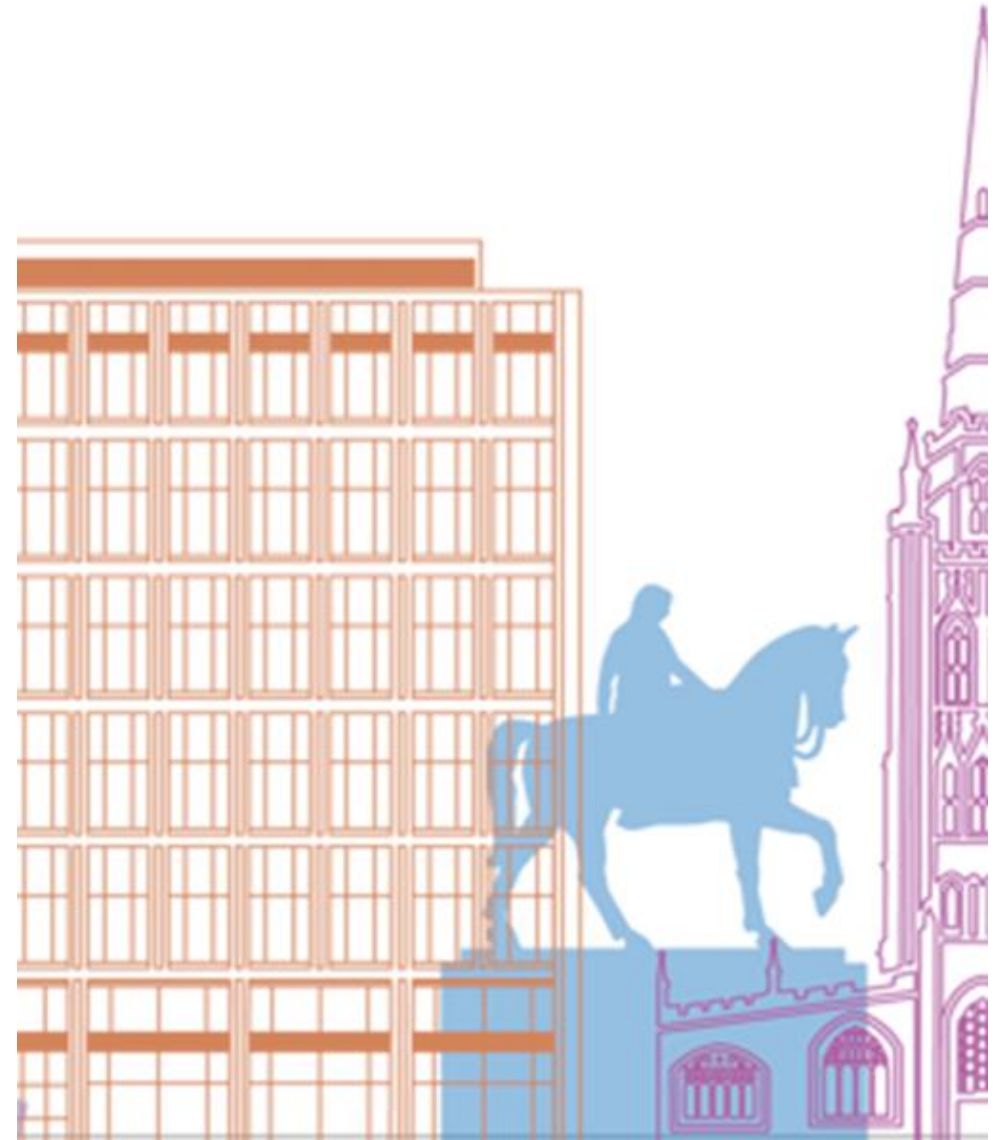


JOB SHOP

Job Shop
Employer Event

Speaker: Pally
Samra

- [Facebook @CoventryJobShop](#)
- [Instagram @CoventryJobShop](#)
- [Twitter: @covjobsupport](#)



Agenda

- The Job Shop
- A New Beginning
- Our customers Journey
- Vacancies
- Events
- Youth Works
- Q&A



JOB
SHOP

JOB SHOP

What is the Job Shop



Over 20 dedicated Coaches and support staff.



Since 2013 we have had over 250,000 visits to The Job Shop by jobseekers.



Since 2013 we have supported over 12,000 people into employment.



Since 2016 we have successfully worked with over 1200 businesses from Coventry and its surrounding areas to support their recruitment.



Customers engage by choice and all actions are customer lead.



We are **NOT** a recruitment agency!



JOB SHOP

A New Beginning

Fully purpose built Job Shop to support both customers and employers.

5 modern meeting rooms with interactive screens.

Private booths for customers and employers to utilise.

19 screens for promotional content.

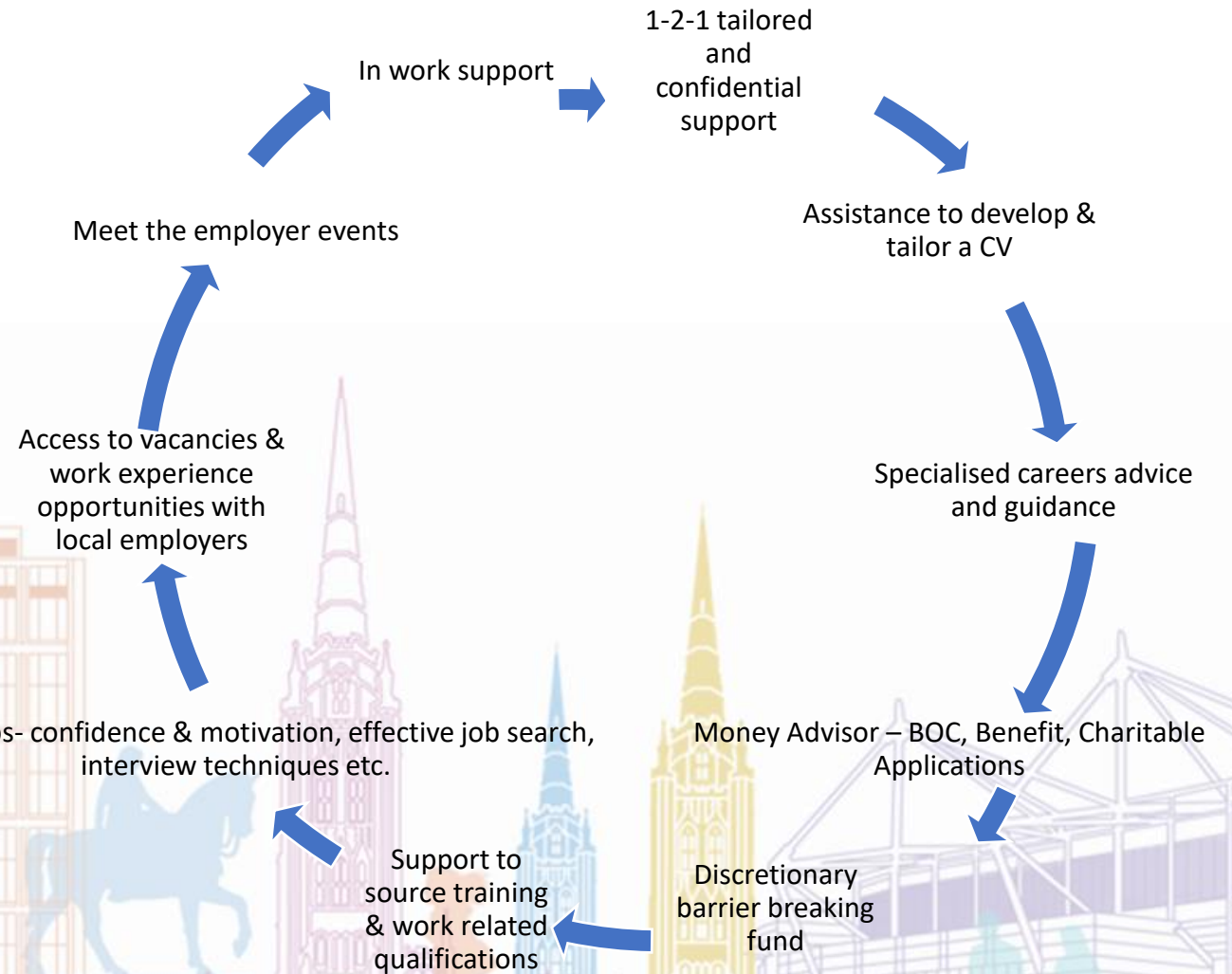
Collaborating with various partners such as NCS and Adult Education.

On average 170 customer visits each day.

PC Area with 14 computers to support customers.



The Customers Journey



JOB SHOP



Benefits for employers!





Vacancies

Vacancy Example

- Multi-platform advertisement of your vacancies: Facebook, Website, weekly news bulletin and Job Shop screens.
- Pre-screen potential applicants & forward when suitable.
- You will **NOT** be inundated with unsuitable CV's and applications.
- Suitable candidates will only be put forward.
- Job Start Feedback.
- **NO COST!**

A graphic representing a job advertisement for a SPA Therapist. It features the 'JOB SHOP' logo at the top, followed by the job title 'SPA THERAPIST' in large blue letters. Below the title, it lists 'Competitive Salary', 'Coventry CV1', and 'Shift Work'. A QR code is on the right with a 'SCAN ME' label. At the bottom, it states '*Essential: NVQ Level 3 Beauty Therapy, or equivalent*' and 'Please quote: 74892'. The background of the graphic shows a stylized cityscape with various buildings and silhouettes of people.

JOB SHOP
SPA THERAPIST

Competitive Salary
Coventry CV1
Shift Work

Essential: NVQ Level 3 Beauty Therapy, or equivalent

Please quote: 74892

SCAN ME

Job Shop Events

SPEED INTERVIEWING



- Sourcing of suitable candidates.
- Two-part screening process.
- Candidates allocated time slot.
- Free access to a variety of rooms that are fully adaptable.
- Candidate Feedback.

MEET THE EMPLOYER EVENT

- Speak to candidates about roles and careers.
- PC area available for application forms.
- Rooms available for on-the-spot interviews.

Youth Works



YOUTH WORKS

Youth Works is an opportunity to build the skills of a young person within your business and invest in your future workforce.

We are offering a £3000 grant to employers who recruit eligible candidates through the Job Shop. The funding can be used in any way that supports the employee, i.e. by subsidising wages or paying towards training and qualifications.

ELIGIBILITY CRITERIA

The eligibility for the employer and the candidate are as below;

EMPLOYER

- Opportunity must be a minimum of 20 hours per week, with a starting wage of at least £12 per hour
- Candidate is paid through PAYE as part of your organisation's payroll

CANDIDATE

- Aged 16 - 29
- Must be living within CV1 - CV6
- Not in employment, training or education

CONTACT

To learn more about this opportunity and how to apply see details below;

EMAIL

neeraj.Jagatia@coventry.gov.uk

WEB

<https://www.coventry.gov.uk/employment-support/employer-engagement/2>



In life's hustle and bustle,
take a moment to savor the bliss of a croissant and a coffee,
a duo that whispers, 'Life is beautiful.'



Smokefree Grant Funding

Coventry and Warwickshire Workplace Wellbeing Forum 12th November 24



Background

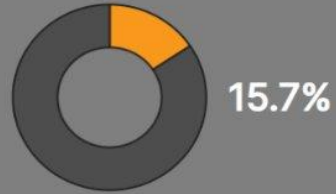
Tobacco, and especially cigarette smoking, is the single biggest entirely preventable cause of ill health, death and disability in this country. Stopping people from ever starting smoking, as well as supporting current smokers to quit, will improve public health and reduce disparities, reduce the burden on the NHS and the social care system, and provide substantial benefits to the workforce and the economy.

In October 2023, the Secretary of State for Health and Social Care announced ['Stopping the start: our new plan to create a smokefree generation'](#). The paper included the following proposals to:

- ❖ Legislate to raise the age of sales - one year every year from 2027 onwards.
- ❖ **Double the funding for local authority Stop Smoking Services from next year. This would start from April 2024 and continue to 2028-29.**
- ❖ Increase funding for awareness raising campaigns by £5 million this year and £15 million from next year onwards.
- ❖ Increase funding for enforcement on illicit tobacco and e-cigarettes by £30 million from next year.
- ❖ Launched a consultation on specific measures to tackle the increase in youth vaping .
- ❖ Launch schemes such as Swap to Stop and Financial Incentives for pregnant women who smoke.



ASH estimates that smoking costs Coventry and Warwickshire ICB **£955M** per year



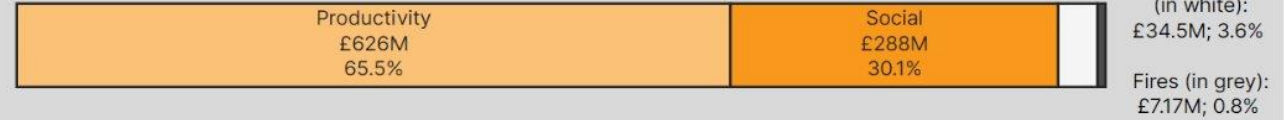
of adults in Coventry and Warwickshire ICB smoke, which is about 117K people.

MORE STATISTICS ABOUT THE COST OF SMOKING

An estimated **£283M** is spent by consumers on purchasing tobacco (legal and illicit) annually in Coventry and Warwickshire ICB .

The national average spend on tobacco is around **£2,486** per smoker.

The Green Book Quality-Adjusted Life Year (QALY) value applied to the intrinsic value of life gives an estimated loss of **£590M** due to premature deaths from smoking in Coventry and Warwickshire ICB . This figure is not included in any totals on this page.



IMPACT OF SMOKING ON PRODUCTIVITY

Smoking negatively affects earnings and employment prospects. The cumulative impact of these effects amounts to productivity losses of **£626M**.



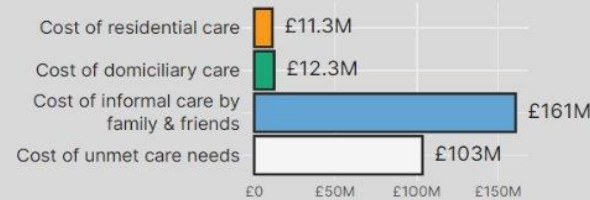
HEALTHCARE COSTS DUE TO SMOKING

The combined cost of smoking-related medical treatment via hospital admissions and primary care services is **£34.5M**.



SOCIAL CARE COSTS DUE TO SMOKING

Many current and former smokers require care in later life as the result of smoking-related illnesses. The estimated cost is **£288M**.



FIRE COSTS DUE TO SMOKING

Smoking materials are a major contributor to accidental fires. Smoking-related fires result in annual losses of **£7.17M**. About **43** Smoking-related fires are attended by the Fire and Rescue Service each year.



Revenue from cigarette and hand-rolled tobacco taxation (excluding VAT) only brings in about **£147M** per year

Impact on workplaces



Government framework - Building capacity

1. Leadership, co-ordination and commissioning

- Local authorities need to have increased leadership capacity and oversight, and increased co-ordination and commissioning capacity
- Best practice and guidance available to review, such as case studies from other areas, CLear assessments etc

2. Increasing local resources to help people quit

- Improve knowledge of other health professionals e.g. nursing/pharmacy,
- Provide access to specialist and non-specialist advisers in locations where smokers routinely attend, such as GP surgeries, mental health services and employers
- Increase spend on aids to help people quit – as recommended by NICE/NCSCT
- * Current services off free, confidential support to anyone aged 12+ who lives, works or is registered with a GP in Coventry or Warwickshire.



Smokefreecw.co.uk

Coventry



If you live or work in Coventry, or are registered with a Coventry GP, contact your local service:

- Visit the website: [Stop Smoking at Healthy Lifestyles Coventry | Coventry County Council](#)
- Phone: [0800 122 3780](tel:08001223780)
- Email: info@hlscoventry.org
- To make a referral, either for yourself or someone else, please complete the form: [Sign up at Healthy Lifestyles Coventry | Coventry County Council](#)

Warwickshire



If you live or work in Warwickshire, or are registered with a Warwickshire GP, contact your local service:

- Visit the website: [Stop Smoking Service - Fitter Futures Warwickshire](#)
- Phone: [0333 005 0092](tel:03330050092)
- Text QUIT to 60777
- Complete the online referral form: [Stop Smoking Self-Referral - Fitter Futures Warwickshire](#)
- If you're a health professional referring a patient, please complete the form: [Stop Smoking Professional Referral - Fitter Futures Warwickshire](#)

If you are pregnant and smoke, please [visit our local stop smoking in pregnancy services](#).



Government framework - Building demand

3. Increased referrals and improved pathways

- Smokers are more likely to engage with a stop smoking service if they have been referred by a health professional - primary care, MH, D&A, workplaces, job centres etc

4. Increased promotion of local stop smoking support

- Encourage local authorities to invest in marketing and promoting local interventions to quit smoking.
- New Smokefree Coventry and Warwickshire campaign

5. Working together to fund services

- Local areas can jointly fund activity over a greater geographical area, to co-ordinate marketing, service design and delivery, wider tobacco control activities geared to stimulate quits



SMOKE FREE Coventry and Warwickshire

Warwickshire County Council

Sponsored

Over 2.5 million people have quit smoking with Stoptober - join thousands of smokers committing to quit this October.

LIVE SMOKE FREE

Go smoke free for good this Stoptober.

smokefreecw.co.uk
It's time to go smoke free for good!

Learn more

Like Comment Share

SMOKE FREE Coventry and Warwickshire

Scott is a former smoker

Coventry and Warwickshire

Search Results

stop smoking services Stop smoking in pregnancy Getting ready to quit Vaping information and advice

Your local free stop smoking service in Coventry and Warwickshire

Stopping smoking is one of the best things you will ever do for your health. When you stop, you give your lungs the chance to repair, and you will be able to breathe easier. There are lots of other benefits too - and they start almost immediately. It's never too late to quit. Let's do this!

ENJOY SMOKE FREE

It's never too late to quit smoking. Even if you've tried quitting before, give it another go this Stoptober.

Coventry City Council Warwickshire County Council

ENJOY SMOKE FREE

Quitting smoking leads to a richer life in more ways than one. If you smoke 10 a day, you could save over £2,000 a year!

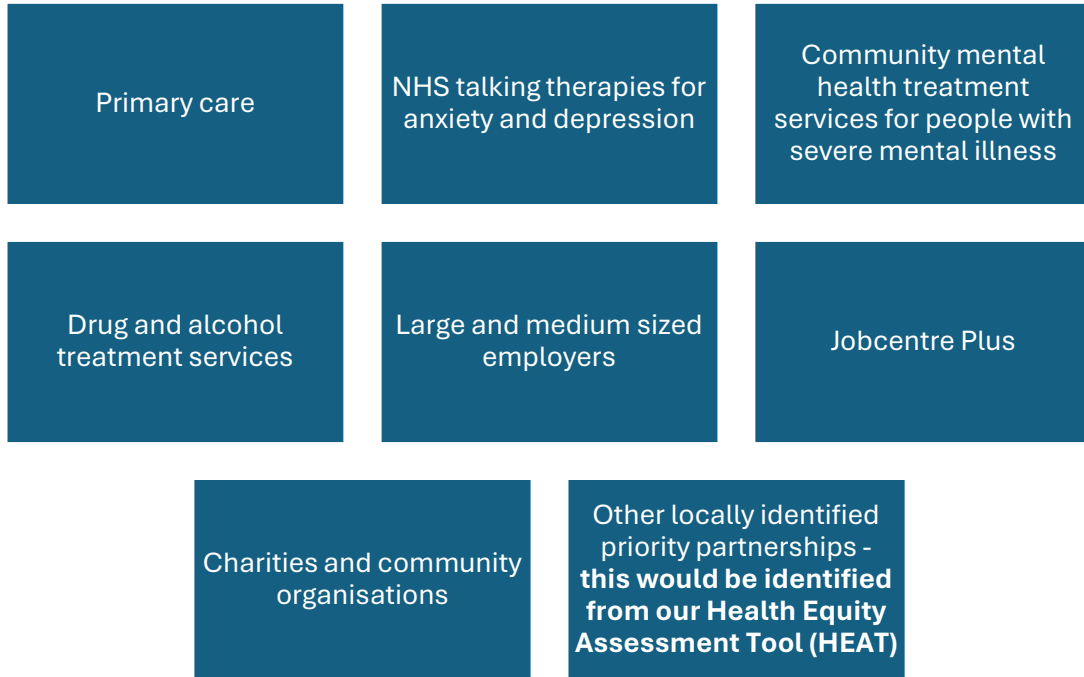
SMOKE FREE Coventry and Warwickshire

Coventry City Council Warwickshire County Council



Areas of focus

OHID – increase referrals from:



Priority groups:

Unemployed

Live in areas of deprivation

Homelessness

Routine & manual occupations

Drug & Alcohol

Mental Health

Learning disabilities



Draft workplace offer

Proposal: Smokefree workplace toolkit for Coventry and Warwickshire employers

Universal offer to employers

- ❖ Data / insight on smoking/vaping e.g. key facts around impact on productivity

- ❖ Get free, confidential expert help from our local stop smoking services which are able for those who smoke and live or work in Coventry and Warwickshire, and/or registered with a Coventry or Warwickshire GP. Access the service here - <https://smokefreecw.co.uk/local-stop-smoking-service>

- ❖ Download example smokefree policy templates

- ❖ Smokefree workplaces campaign resources

Targeted offer to priority workplaces

This includes workplace group smoking cessation sessions:

- ❖ [Fitter future](#) offer to **Warwickshire** organisations
- ❖ [Healthy Lifestyles Coventry](#) offer to **Coventry** organisations





Feedback on the workplace offer

Contact information for further feedback / questions – katiwilson@warwickshire.gov.uk
and catherine.aldrige@coventry.gov.uk



Further information

- ❖ New website – www.smokefreecw.co.uk
- ❖ Government – smokefree generation plan -
<https://www.gov.uk/government/publications/stopping-the-start-our-new-plan-to-create-a-smokefree-generation/stopping-the-start-our-new-plan-to-create-a-smokefree-generation>
- ❖ Government – smokefree local stop smoking support grant -
<https://www.gov.uk/government/publications/local-stop-smoking-services-and-support-additional-funding/local-stop-smoking-services-and-support-funding-allocations-and-methodology>





WorkWell

*Together with partners to support
Coventry and Warwickshire
to succeed and stay in work*

WorkWell overview:

A new initiative funded by Department of Work and Pensions (DWP) and Department of Health and Social Care (DHSC) to pilot a partnership approach across the country around health and employment support.

15 vanguard partnerships across the country with aim to better align the local health and employment services to support individuals with mental health or health-related barriers to find or remain in employment.

Coventry & Warwickshire Partnership:

Warwickshire County Council

Coventry City Council

C&W Integrated Care Board

Work closely with colleagues in Public Health England

Delivered by Warwickshire County Council



Coventry and Warwickshire WorkWell will support individuals impacted by low level mental health conditions to return to, remain in or find/move towards employment

- The ICB fit note data for C&W areas shows the majority reflect mental health and behavioural disorders, with 54,000 issued in 2021-2023. Poor mental health can negatively impact or hinder participation in employment.
- Across Coventry and Warwickshire in 2022/2023 of the fit notes issued for mental health conditions over half remained out of work for 5 weeks or longer
- Poor mental wellbeing costs employers in the UK an estimated £42-£45 billion annually through presenteeism, sickness absence and staff turnover
- 1 in 6 workers is dealing with mental health problems such as anxiety, depression or stress

Employers

- Fear of handling the conversation- saying the right thing and impact on the employee/business
- Lack of knowledge around mental health conditions
- Support needed to fully understand what reasonable adjustments may be needed
- Lack of information around what support is available shorter and longer term
- Potential costs involved

Employee

- Worries about disclosure
- Fear of potential judgement and stigma
- Lack of knowledge of reasonable adjustments
- Navigating / Accessing mental health support outside of the workplace
- Impact of condition on confidence, self- worth and possible anxiety
- Worries of sustaining employment and their reliability
- Fear of losing their job and potential impact of this

How can WorkWell support Employers and their Employees?

We will connect you with an expert **Employment Support Advisor**, who will work with the employee and employer to:

- Listen to fully understand and identify the challenges being faced
- Identify and advise on reasonable adjustments in the workplace
- Navigate and access Mental Health Services if needed
- Connect to a wider range of services for additional advice and support where required
- Support with confidence building and disclosure techniques
- Refer to barrier breaking workshops
- Create a personalised plan to return to or remain in employment

How can WorkWell benefit your Business?

- Reduce the number of your workforce who go on sick-leave or leave the role entirely – increasing productivity and reducing hiring and training costs.
- Create an inclusive and supportive culture – this further promotes your business as a desirable employer and may also promote further business.
- Access training and upskilling for your workforce in the best ways to support employees with mental health conditions.
- Early Intervention is key- the earlier someone is aware of or accesses relevant support the better chance they have of returning to work more quickly or remaining in the workplace more productively.
- No costs to access specialist advice and support

Note:

Our Employment Support Advisors cannot support with formal procedures but can signpost you to organisations for help. WorkWell is not a clinical mental health service.

- Lives or is registered to a GP within Coventry or Warwickshire
 - 18+
 - Has the right to work in the UK
 - Is currently employed and either off sick or at risk of leaving work due to low level mental health challenges and requires support to return to or remain in employment
- or**
- Has recently become unemployed and is facing a barrier to return to work due to low-level mental health. Challenges
 - Is willing to engage with a WorkWell Journey Guide or Employment Support Adviser



Accessible Referral Routes

- QR Code
- Link: <https://forms.office.com/e/DqHP2wgncb>
- Email: cworkwell@warwickshire.gov.uk
- Telephone: 024 7679 6463
- Contact: Joanne Prosser – Programme Manager



Fitter Futures Warwickshire Service

Nov 2024

FFW Service Overview

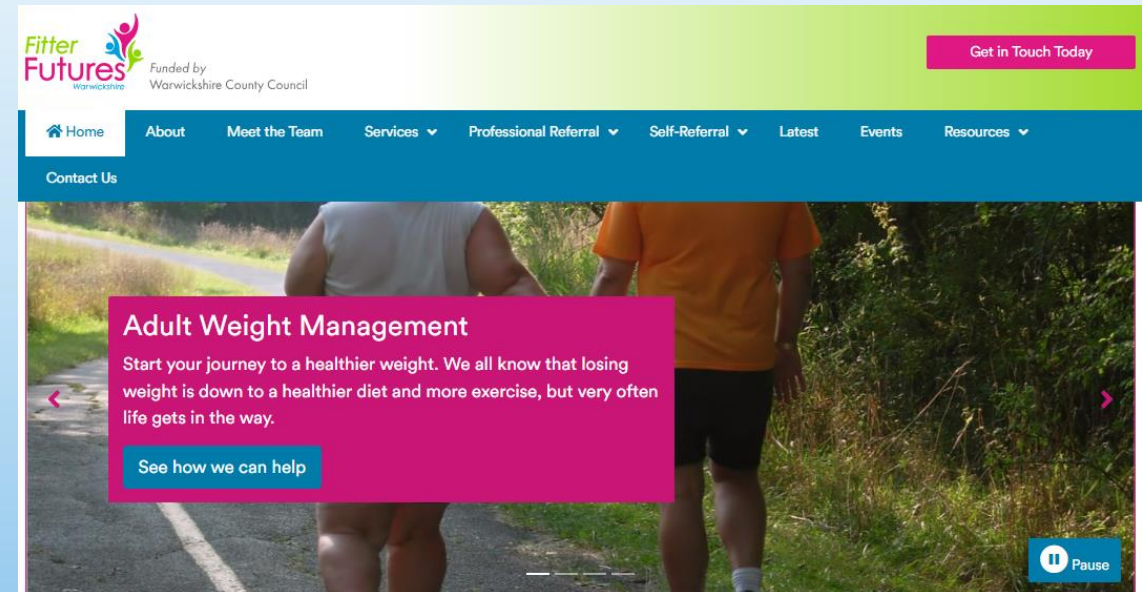


Integrated Healthy Lifestyle Service commissioned by Warwickshire County Council and delivered by Everyone Health Ltd

Started in July 2023

Service consists of 4 Healthy Lifestyle Interventions including

- NHS Health Checks
- Physical Activity on Referral
- Adult Weight Management
- Stop Smoking



NHS Health Checks

What does it involve?

- 20 – 30 minute assessment of your overall health.
- Takes place in GP Practices
- Measurements of
 - Height and Weight
 - Waist
 - Blood Pressure
 - Cholesterol test and possibly blood sugar level test
 - Family History and Lifestyle questions

Eligibility

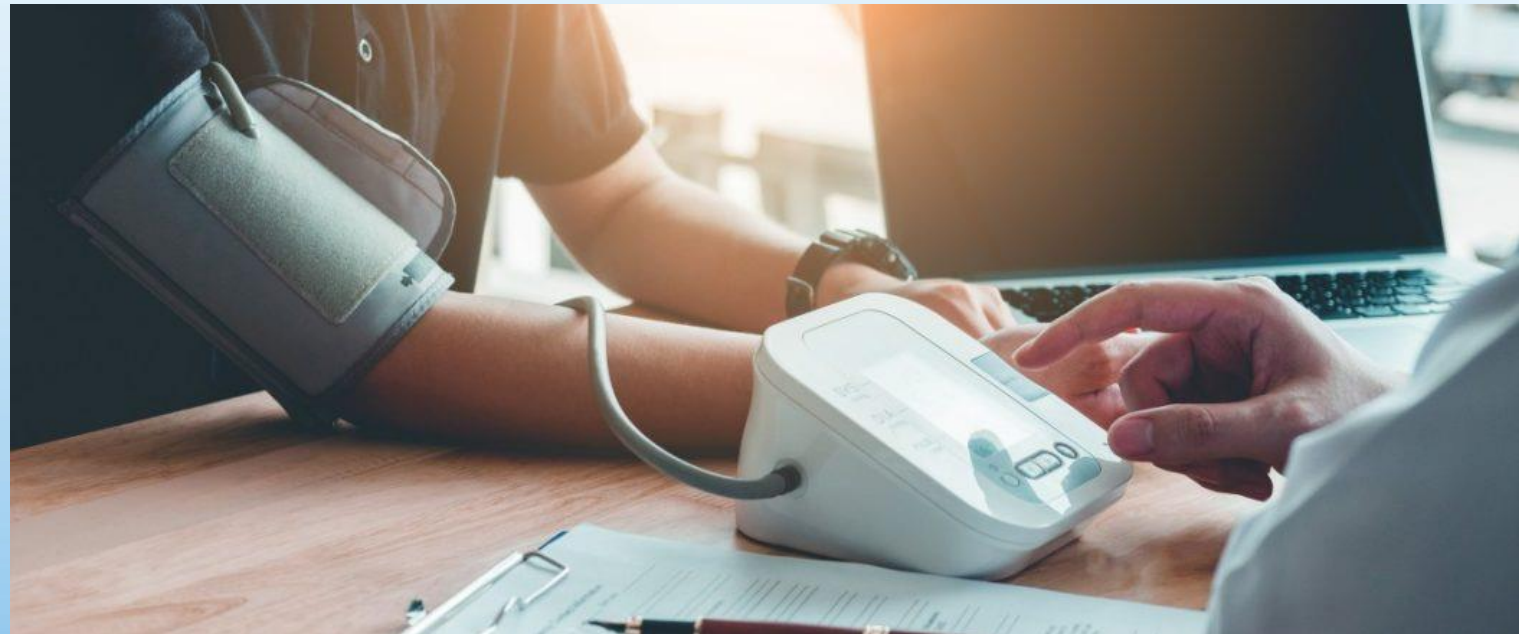
- Aged 40-74
- Live in Warwickshire or Registered with a GP in Warwickshire
- Haven't had one in the last 5 years
- Do not have any pre-existing conditions such as stroke/diabetes/kidney disease / high cholesterol



NHS Health Checks

What can a workplace do?

- Highlight the importance of the NHS Health Check throughout the year, particularly during health campaign events such as Cholesterol month / Know Your Numbers week etc
- Signpost relevant people to the service
- Perform Mini MOTs



Adult Weight Management (ON HOLD)



What does it involve?

- 12 week programme of Weight Management Support
- Slimming World or Everyone Health service

Eligibility

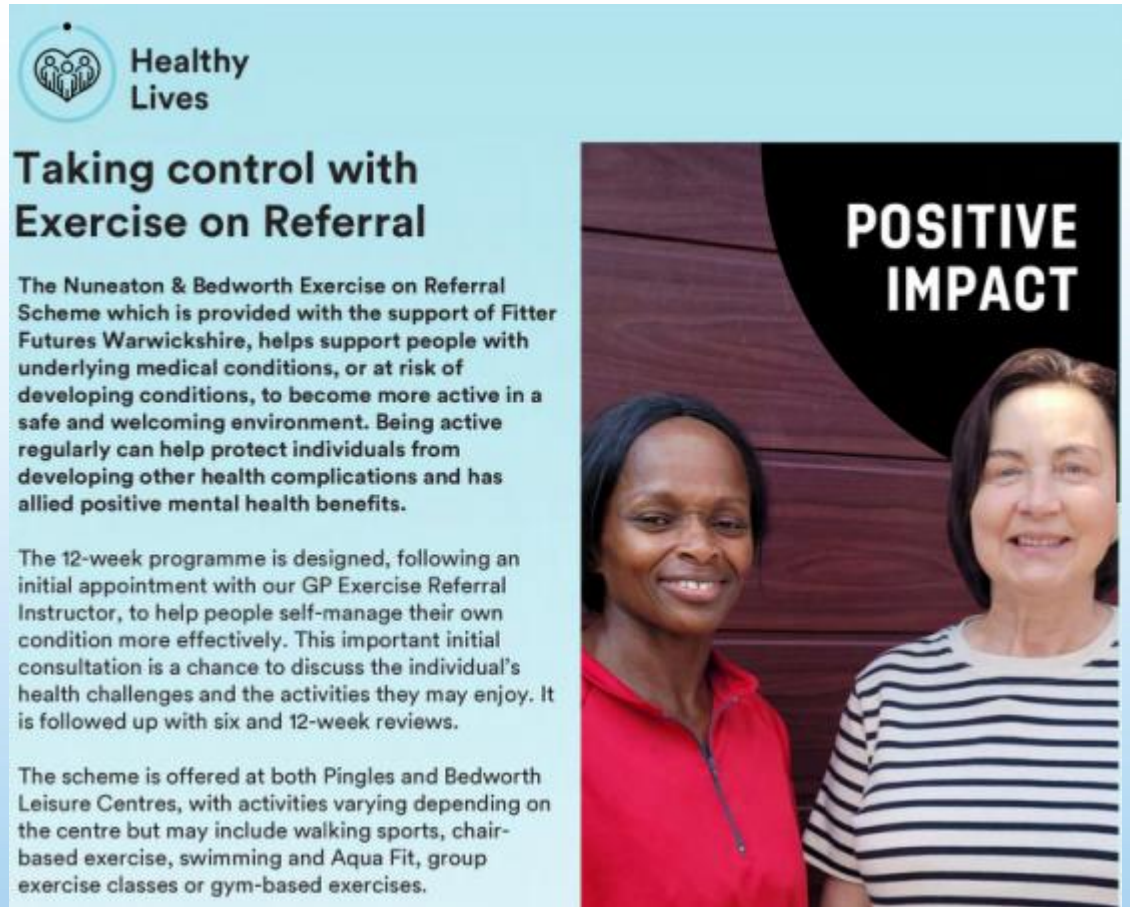
- ✓ Aged 18 or over
- ✓ Living in Warwickshire or registered with a Warwickshire GP
- ✓ BMI between 30 and 49.9 (or 27.5 when adjusted for ethnicity*) and any of the following:
 - ✓ A high-risk health condition such as cancer, cardiac and pulmonary conditions
 - ✓ Be registered with a severe mental illness
 - ✓ Have a learning disability
 - ✓ Pregnant, postnatal or has suffered pregnancy loss in the last 6 months
 - ✓ Receive Universal Credit
 - ✓ Homeless
 - ✓ A care leaver
 - ✓ A migrant
 - ✓ In the Justice system
 - ✓ Be a victim of modern slavery
 - ✓ Be from the Gypsy, Roma or Traveller Communities



Physical Activity on Referral

What does it involve?

- 12 weeks of Physical Activity support at one of the leisure centres on the framework
- Free Initial Assessment and programme designed by Exercise Referral Qualified Staff Member
- Subsidised Leisure Centre membership – including access to gym / swim / classes / activities at the centre such as Aqua Fit, Pickleball, Walking Sports etc
- Follow ups at 6 and 12 weeks



Healthy Lives


Taking control with Exercise on Referral

The Nuneaton & Bedworth Exercise on Referral Scheme which is provided with the support of Fitter Futures Warwickshire, helps support people with underlying medical conditions, or at risk of developing conditions, to become more active in a safe and welcoming environment. Being active regularly can help protect individuals from developing other health complications and has allied positive mental health benefits.

The 12-week programme is designed, following an initial appointment with our GP Exercise Referral Instructor, to help people self-manage their own condition more effectively. This important initial consultation is a chance to discuss the individual's health challenges and the activities they may enjoy. It is followed up with six and 12-week reviews.

The scheme is offered at both Pingles and Bedworth Leisure Centres, with activities varying depending on the centre but may include walking sports, chair-based exercise, swimming and Aqua Fit, group exercise classes or gym-based exercises.

POSITIVE IMPACT



Physical Activity on Referral



- ✓ Age 18+
- ✓ Registered with a Warwickshire GP
- ✓ Living in Warwickshire and have one of the following conditions

and have one of the following conditions:

- ✓ Mental health condition – such as mild to moderate depression, anxiety, low mood and mild cognitive impairment
- ✓ Respiratory condition
- ✓ Musculoskeletal condition
- ✓ Strength or balance concerns
- ✓ Neurological condition
- ✓ Hypertension
- ✓ Risk of cardiovascular disease
- ✓ Diabetes (type one or two)
- ✓ Pre-diabetes
- ✓ Overweight/obesity (including in all stages of pregnancy and postnatal)
- ✓ Osteoarthritis, rheumatoid arthritis, or osteoporosis
- ✓ Pulmonary maintenance
- ✓ Physically inactive
- ✓ Recovering from cancer
- ✓ Severe mental illness

Provider List

Service Provider	Monthly Discounted PAoR Price	Facilities	Qualification of Trainer	Car Parking
Newbold Comyn Leisure Centre, Leamington Spa	£29.99	Gym, swim and classes	L3 Exercise Referral	Free
St Nicholas Park Leisure Centre, Warwick	£26.24	Gym, swim and classes	L3 Exercise Referral and L4 Cancer Rehab	Pay and Display
Pingles Leisure Centre, Nuneaton	£23.24	Gym, swim and classes	L3 Exercise Referral and L4 Obesity & Diabetes	Free
Bedworth Leisure Centre, Bedworth	£23.24	Gym, swim and classes	L3 Exercise Referral and L4 Obesity & Diabetes	Free
Southam Leisure Centre, Southam	£26.24	Gym, swim and classes	L3 Exercise Referral	Free
Stratford Leisure Centre, Stratford-upon-Avon	£29.99	Gym, swim and classes	L3 Exercise Referral	Pay and Display
The Greig Leisure Centre, Alcester	£17.49	Gym and classes	L3 Exercise Referral	Free
Shipston Leisure Centre, Shipston-on-Stour	£26.24	Gym, swim and classes	L3 Exercise Referral	Free
Atherstone Leisure Centre	£19.00	Gym, swim and classes	L3 Exercise Referral	Free
Coleshill Leisure Centre	£15.50	Gym and Classes	L3 Exercise Referral	Free
Polesworth Leisure Centre	£12.50	Gym and Classes	L3 Exercise Referral	Free
Queens Diamond Jubilee	£	Gym, Swim and Classes	L3 Exercise Referral	Free

Physical Activity on Referral

Good Boost (included in PAoR service offer)

Award Winning programme supporting adults with MSK issues

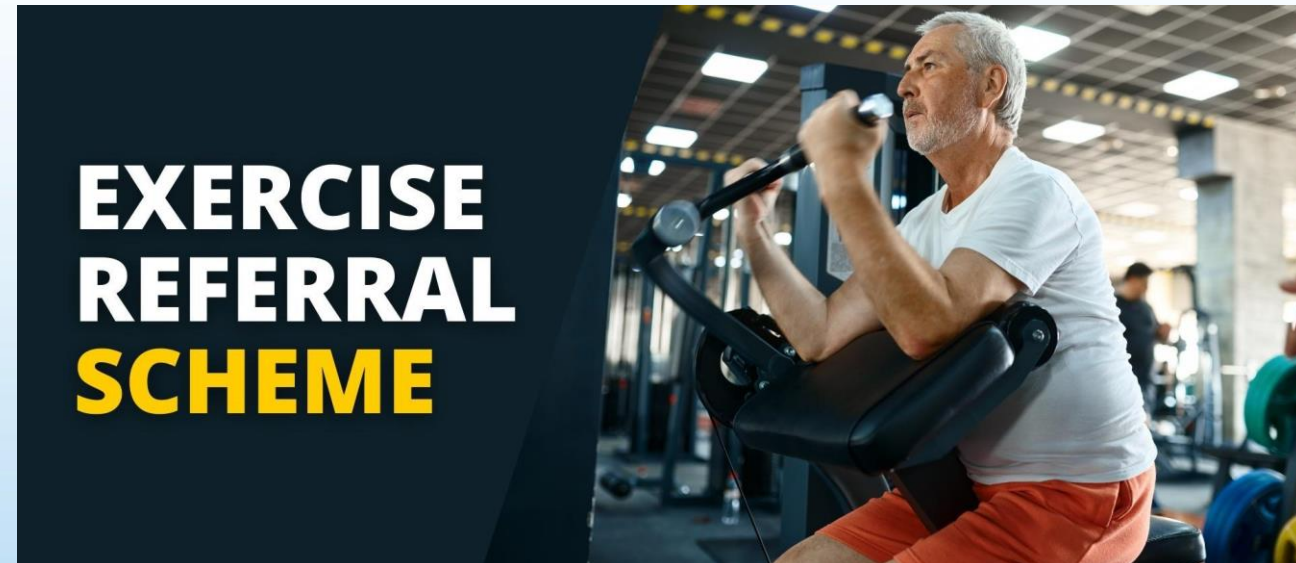
- Aqua and Land based
- Available at St Nicholas Park LC (Warwick) and Southam Leisure Centre and being set up at other sites
- <https://www.goodboost.ai/>



Physical Activity on Referral

What can workplaces do?

- Highlight the importance of being physically active
- Refer people onto the service particularly around common workplace health issues for example mental wellbeing / MSK
- Ask the leisure teams to come to your workplace to promote the service and talk to staff



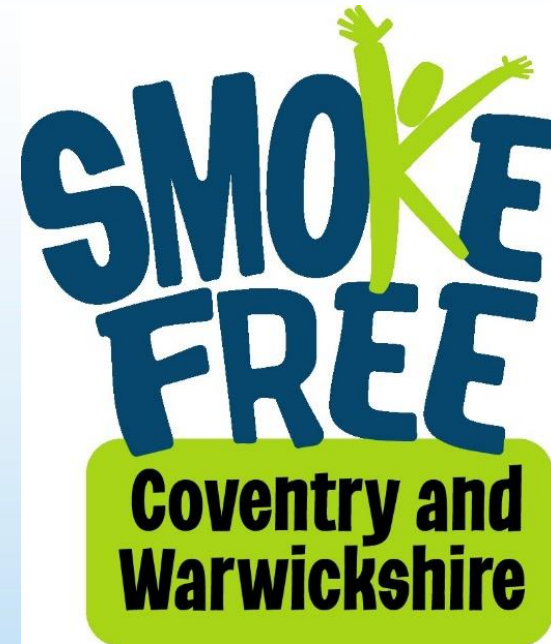
Stop Smoking Service Overview

12 Week Service – all free of charge

- Contacted within 48 hours
- X3 attempted contacts
- Triage process

- Virtual
- Face to Face 1:1
- Face to Face Group
- Digital (using Stop Smoking app)

- NRT provided direct supply
- Vapes
- Medication – Varenicline / Cytisine
- Behavioural Support



Targeted Workplace Offer



Open to Warwickshire organisations with a high percentage of smokers that have policies and procedures in place to create a smokefree workplace and are committed to improving the health of their employees

Fitter Futures Warwickshire team available to provide:

a) 'Closed' workplace Groups

The FFW team can deliver group sessions within the workplace where Stop Smoking Practitioners will deliver a 45min session each week for 12 weeks to a maximum of 12-15 people at a time and will bring all medication with them.

The organisation would need to arrange the room availability, and give colleagues the time to attend the group, also advertise the group and arrange the bookings.

b) Workplace 1:1 appointments

If Group appointments are not suitable then weekly 1:1 clinics within the workplace could be provided. The organisation would need to arrange the 1:1 room availability, and give colleagues the time to attend the group, also advertise the appointments and arrange the first set of bookings. The practitioner will provide 30 min initial assessments followed by 15 min follow ups for 12 weeks. All medication would be provided by the practitioner

Targeted Workplace Offer



Open to Warwickshire organisations with a high percentage of smokers that have policies and procedures in place to create a smokefree workplace and are committed to improving the health of their employees

Fitter Futures Warwickshire team available to provide:

c) Virtual Offer including Smoke Free App and E-Cigarettes

This would require the Health and Wellbeing lead at the organisation to promote this offer to colleagues. Interested colleagues would need to have a short telephone call from the FFW Clinical Contact Centre and then they will receive access to the Smoke Free App for 6 months, receive behavioural support from a Stop Smoking Practitioner for 12 weeks as well as E-Cigarettes for 12 weeks

Any questions?

For more information contact the
Fitter Futures Warwickshire team on

alexbrown@everyonehealth.co.uk

<https://fitterfutures.everyonehealth.co.uk/>

<https://www.facebook.com/fitterfutureswarwickshire/>

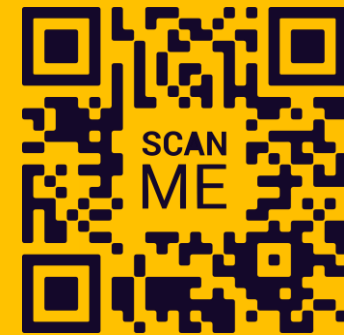


Introduction



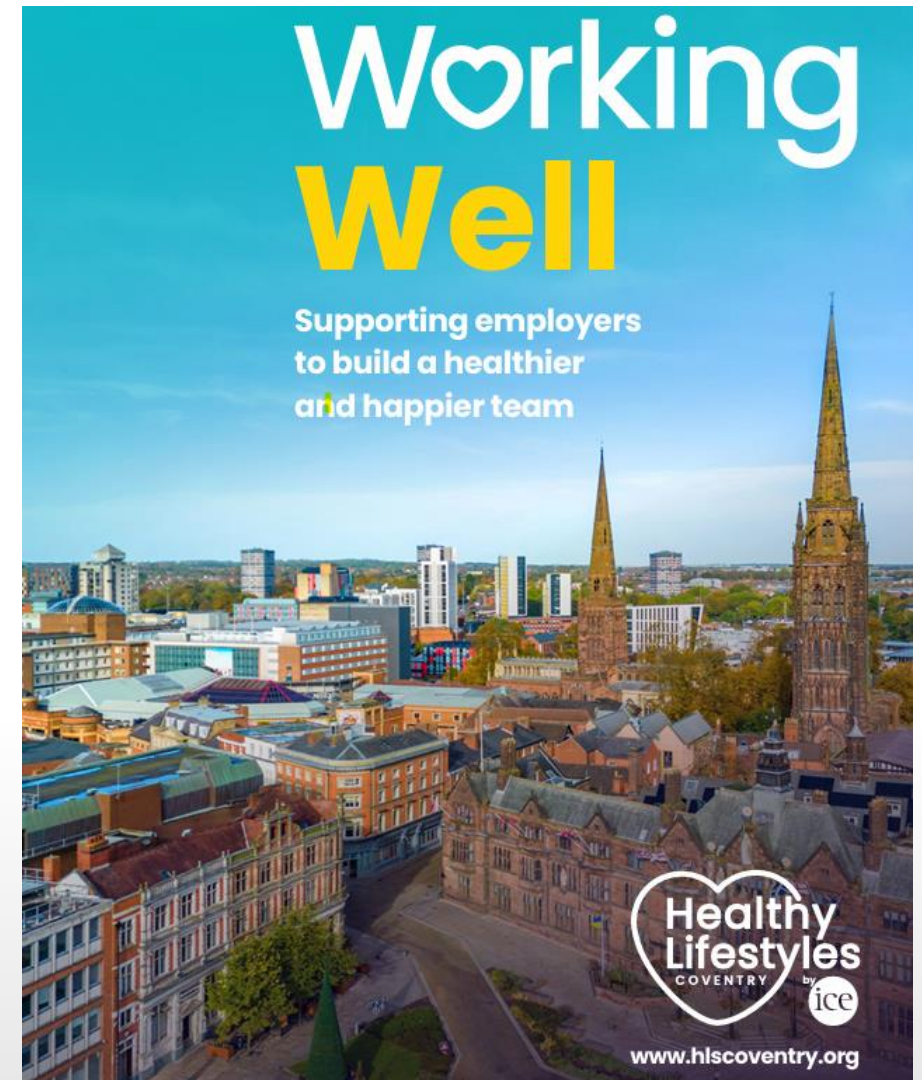
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ice

- Commissioned by Public Health at Coventry City Council.
- An integrated lifestyle service.
- Here to support residents and those employed within Coventry (CV1 – CV6)
- Can help residents or employed workers aged 18+ (12+ for smokers)
- Treat the dependence of those who are smoking tobacco



Support...

How we can help

We don't live our lives in silo so why would we offer health and wellbeing services in this way?

At Healthy Lifestyles Coventry, using a health coaching approach over 12 weeks, we work either on a 1-1 or group basis, virtually or in person. With the aim to empower people to make positive decisions about their health and wellbeing, supporting them to set goals, equipping them with tools and techniques that they can use each day to develop new and sustainable behavioural change.



What we offer...

Our health coaches can offer a range of support to your team, including help to:

- Stop Smoking
- Achieve a healthy weight
- Get more active
- Reduce alcohol consumption

"At HLS Coventry, we believe that we have the **greatest impact when we deliver integrated services that support employers and employees to improve their overall health, wellbeing and resilience.**"

Benefits



Reduced levels of stress and depression

Improved attendance- Increased productivity

Your team feel valued which Improves morale

Your team will be more energised

Tools...

NRT
Alcohol Diaries
Vapes
Food Diaries
Medications
Digital Support





We all want to feel fitter and stronger, have more energy, sleep better and be less stressed.

If you want to support your team to be healthy and happy at work and in their personal lives too, our NHS Health Checks are a great place to start.



Our healthy lifestyle coaches offer quick and convenient health assessments for your team—think of it as an MOT for their bodies. Each employee who completes a health check will receive personalised guidance with straightforward, manageable steps to improve and maintain their health. They'll also get tailored recommendations for small lifestyle changes to help them perform at their best.

We'll help them understand their health, how they feel in themselves and discover what's important to them.

By offering NHS Health Checks to your team, you'll also be helping the NHS save money and time on treating illnesses that can be prevented.



Who it's for

Your team can have a free NHS Health Check if they live in Coventry and:

- Are aged between 40 and 74
- Have not been told they have heart disease, diabetes or kidney disease by their GP or had a stroke
- Are not on statins
- Have not had an NHS Health Check in the last five years
- Are signed up with a GP in Coventry.

What happens in our NHS Health Check?

Each NHS Health Check takes about 20–30 minutes and our trained coaches will record:

- History of family illness and any medication previously prescribed
- Height, weight, sex, ethnicity and age
- Blood pressure
- Cholesterol level (after a simple blood test)
- Information about their diet, exercise and alcohol intake
- Body mass index (BMI).

Why...

Health at work

More and more organisations in Coventry are recognising the importance of investing in a happy and healthy workforce.

The number of working days lost in the UK due to sickness and ill health continues to grow, with an increase in both mental and physical health conditions at work. These include:

- Long term conditions – often attributable to unhealthy lifestyle choices such as smoking, physical inactivity and poor diet
- Stress, anxiety and depression
- Lower back pain and other musculoskeletal disorders.

All UK organisations have a **duty of care and legal responsibility** to support the health and wellbeing of their employees. Supporting and encouraging your employees to thrive at work and in their personal lives is proven to increase productivity, reduce sickness absence and improve performance.



33 Million working days lost to **minor illnesses***



£27-£56 Billion lost each year from **poor mental health***



£1,815 lost productivity per smoker, each year for smoking breaks*



£7.7 Billion productivity lost each year due to **alcohol***



up to £3,269 sick pay cost per employee per year

SMOKE FREE
Coventry and Warwickshire

Healthy Lifestyles
COVENTRY by ice

Visit our Website

www.hlsc Coventry.org



[about us](#) [our services](#) [recipes](#) [local support](#) [sign up!](#) [faqs](#) [webinars](#)

Small changes to our lifestyles and to how we live can have a big impact on our health and wellbeing.

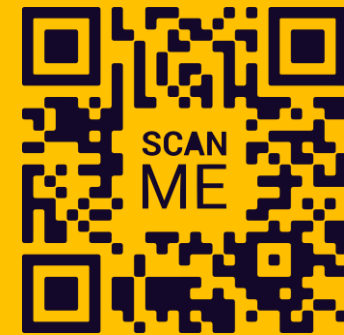
[Find Out More](#)

Thank you



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ice



- **Please complete the Feedback**
 - **Coming up 20225/2026**
 - 2 events June/Nov
 - Potential 'celebration' event 2026
 - Workplace Wellbeing Network Group
- Look out for information via email/the Wellbeing 4 Life website**

Coventry and Warwickshire
Workplace Wellbeing Forum
November 2024 Feedback Form



Have a happy & healthy Christmas & New Year!

